

## **MTEC Meeting Minutes**

July 29, 2005

9 AM – 2:30 PM

Life Sciences Center

University of Missouri – Columbia

### **Attendees**

Council Members: Garland Barton, Gloria Carter-Hicks, J.C. Caudle, Lew Chartock, Jim Dickerson, Nancy Headrick, Gil Kennon, Mary V. Moore Johnson, Deb Vandevender, John Wittstruck, Rich Payne, John Gaal, Rob Honan, Henry Shannon, Miguel Meneses, Ajamu Webster

Staff: Rose Marie Hopkins, Mary McKinney, Glenda Terrill, Jason Gatz.

Other Attendees: Coffey Communications: Rex Hall; DESE: Steve Coffman; DSS: Mike Fester; DWD: Rod Nunn, Steve Kraus, Roger Baugher, Anita Henry, Sue Sieg, Janeen Osborne, Randy Cottrell, Carla Sarver and Mike Waltman; Job Corp: John Wilson; MERIC: Mary Bruton, Franciena King, Dave Peters, Marty Romitti, Neal Fandek, and Ed Torufa; STLCC: Jane Boyle; UMSL: Greg Aubuchon and Jim Duane; Urban League: Everett Stuckey; WIB: Virginia Kirkpatrick, Becky Steele, Jasen Jones, Alice Simpson, and Sharon Hays; Carolyn Caudle, Wentzville.

### **Call to Order**

Dr. Lewis Chartock, Acting Chair, called the meeting to order following the tour of the Life Sciences Center. He began by introducing Richard Payne, a recent appointment to the Council.

Garland Barton moved to approve the minutes of the May 6 meeting. Jim Dickerson seconded. Motion passed.

As the new division director, Roderick Nunn offered comments on his initial assessment of the Division of Workforce Development (DWD). He told the Council he wants to use this year as a transition year. His goal is to look at not only how to strategically fund things but to also connect with the Blunt Administration's vision for workforce development. He explained that DWD funds over 170 different programs and that a lot of those projects were similar. He felt that the funding criteria should be handled objectively and in a way that is understood by everyone. Mr. Nunn went on to say that he is looking at targeting resources and trying to have the most impact as issues are addressed. Mr. Nunn told the Council that he was a big proponent of WorkKeys and has charged his staff to work with Dr. Nancy Headrick to build a statewide infrastructure for this program. He also discussed sectoral strategies such as developing job classifications and skill standards within a particular sector or industry, and initiatives that engage groups in conversations about the things that impact the ability of a sector to succeed in the economy. He praised the Career Pathways initiative and the regional skills gap initiative because he firmly believes that the best labor market intelligence is at the local level within the regions.



### **Responses to the State Plan**

Roger Baugher explained that no public comments to the State Plan had been received. The State Plan had been submitted on time and the Department of Labor (DOL) sent a clean approval letter to Governor Matt Blunt. He had copies of the letter for anyone who wished to have a copy. Mr. Baugher told the Council that DOL had requested more information on the economic and labor market analysis section, integration of the youth formula programs into the One-Stop System, and more definition of Individual Training Accounts (ITA) regarding their use in Missouri. DOL asked about specifics on the connection between Rapid Response and Dislocated Worker Programs even though that connection has always been there, it was not clearly detailed in the plan. He said there wasn't a faith-based policy and stated that in the initial plan; however, DOL requested the development of a faith-based policy. There were a few more minor revisions that DOL suggested such as adding more reference to MTEC staffing and some language changes. He informed the Council that the approved plan was on the MTEC website (<http://www.mtec.ded.mo.gov/resources2.shtml>).

### **Faith-based and Community-based Policy Proposal**

Mr. Baugher reiterated that there had not been a proposal for faith-based/community-based organizations in the State Plan and that DOL requested one. In the plan, it says the Council will be developing a policy on dealing with faith-based and community-based organizations. He said the original tactic had been to look at what other states have done until DOL provided more guidance. A policy recommendation will be ready for review for the October meeting. Dr. Wittstruck made a motion to defer establishing a faith-based policy until staff has had time to research and investigate the implications and recommend a policy to the Council. Mary Moore Johnson seconded. With Dr. Johnson's approval, Dr. Wittstruck amended his motion to read: The Council will defer establishing a faith-based/community-based policy until staff has time to research and investigate the implications and recommend a policy to the Council. Mary Moore Johnson seconded. The motion was passed as amended.

### **Status on High School Requirements**

Dr. Nancy Headrick apprised the Council on the status of high school graduation requirements. She provided background on the high school task force and the role MTEC played in the process. She said that the increase in graduation requirements approved by the State Board of Education would start with the class of 2010, which would be this fall's eighth graders. Graduation will require 24 units rather than 22, as is the current standard. The State Board also voted for one unit each of credit in fine arts and practical arts and one-half unit of credit for personal finance. Dr. Headrick said that as of August 1, the rule would be out for the 30-day public comment period. The State Board will most likely vote on that rule at its October board meeting. There was a lengthy discussion regarding the personal finance topic. Ajamu Webster asked if the task force had discussed how high schools are currently structured. As a member of the task force, John Gaal told the Council how the task force discussed competency rather than seat-time. He pointed out that many students are passed from grade to grade through social promotion. The task force felt that if a freshman, at the beginning of the school year, can pass the final exam for Algebra I, then that student should be allowed to move on to Algebra II that same year.



There was a question about what would happen in the junior or senior year for those students. It would be expected for them to move into a college-related or job-related curriculum.

Mr. Gaal emphasized that the task force stressed moving away from seat-time credit to actual competency-based credit. Rich Payne talked about embedded credits, a recent innovation that is taking place in career centers. He said that math credit is embedded into the career and technical education programs, which crosses math over into application. He said this has been done for years but the student didn't receive credit in mathematics. He said that math teachers are auditing career center programs where math concepts are taught in order to develop a competency-based exam. This way, a student can achieve a math credit while completing a technical education program. Mr. Gaal added that this approach is a practical way to achieve the increased credits for graduation without hiring more teachers.

#### **WIB Fund Transfer Waiver Request**

Steve Kraus spoke about the Fund Transfer Authority from DOL. He said that there has always been an ability to move money between the adult and youth funding streams but rigorous documentation was required. As a result there was very little moving of funds. He pointed out that this waiver would allow more flexibility for the workforce investment regions. Randy Cottrell explained that currently, the maximum amount that can be transferred between adult and dislocated worker programs is 30%. The waiver request is to eliminate the maximum limitation on the transfer of funds, giving local regions the flexibility to transfer up to 100%. He said this flexibility would allow the local regions to better serve the customers that need to be served. Mr. Cottrell also said that before the funds would be transferred, the Division of Workforce Development (DWD) would require strong evidence as to why the transfer is being made. Jim Dickerson pointed out that the words "be waived" were missing in line 4 of paragraph 1 under *Statutory or Regulatory Requirement to be Waived*. He made a motion to approve the waiver request providing the correction is made. Garland Barton seconded. Motion passed.

#### **Missouri Quality Jobs Act**

Mike Downing spoke to the Council regarding the Missouri Quality Jobs Act. He explained that the Quality Jobs Program is an initiative that the Governor initiated to jump-start the economy. The benefits of the program are a combination of the retention of state withholding taxes and tax credits. Mr. Downing pointed out that if the taxpayer has no tax liability, then they apply against their tax return and get a refund for whatever balance they have in tax credits or they may choose to sell the credits. He said there are a wide variety of companies eligible for this program. The program is based on net new full-time jobs. The jobs cannot be part-time, contract or seasonal, the average wage for the new jobs must exceed the county average wage, and the company must offer health insurance paying at least 50% of the policy. He also said there is a 20-new-job-minimum for small business, 10 for technology and 100 for high impact companies. Mr. Downing explained that even though these factors limit certain types of companies, it also expands the opportunities for the companies that do qualify. The program goes into effect on August 28, 2005.

#### **MERIC Work Plan**

David Peters presented the Missouri Economic Research and Information Center's (MERIC) work plan to the Council.



MTEC.

Mr. Peters explained that the overall vision of MERIC's research plan reflects President Bush's outline for the Department of Labor and also mirrors Missouri's overall plan. He explained the strategic vision of the 2005-2006 research plan and then discussed MERIC's ten core products and services. They were:

- ALMIS Database - MERIC will continue to populate America's Labor Market Information System (ALMIS) with Missouri data.
- Employment Projections - MERIC will produce and disseminate industry and occupation employment projections.
- Occupational Analysis - MERIC will produce and disseminate occupational analyses and career information products.
- Technical Support & Outreach - MERIC will provide technical support and outreach to economic and workforce development customers.
- Web - MERIC will maintain and develop a web-based electronic economic and workforce information system.
- Training - MERIC will develop and provide economic and workforce training to customer groups.
- Industry Analysis - MERIC will produce and disseminate economic base and industry analysis products.
- Impact Analysis - MERIC will produce and disseminate economic/fiscal impact and program evaluation projects.
- Socioeconomic Indicators - MERIC will produce and disseminate socioeconomic conditions and trends.
- Special Projects - MERIC will develop and execute special projects related to community, economic and workforce development.

Mr. Peters requested that MTEC form a research sub-committee to review MERIC's Research Plan, review MERIC's Annual Report, maintain regular contact with MERIC staff, assist in new product development, and assist in customer satisfaction efforts. He thought that three or four people could work closely with MERIC and make regular reports to the Council.

Dr. Wittstruck inquired about the recommendation from MERIC to set-up a research committee. Rose Marie responded that it could be established as an Ad Hoc committee. Dr. Chartock said MERIC might have to wait until the Council has time to consider it and determine how it all fits together. Dr. Wittstruck also asked about who did the research for Great Hires. He requested a short presentation on the status of Great Hires for a future meeting.



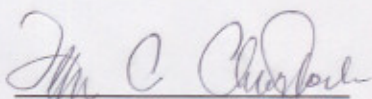
**MTEC Chairman's Comments**

Dr. Chartock spoke briefly about the delay of committee appointments. He asked Mrs. Hopkins to send out a questionnaire that not only describes each committee but also asks which committee the member preferred to be on. Dr. Chartock also said that if a Chair has not been appointed for MTEC by the October meeting, then the Council should move forward and make those assignments.

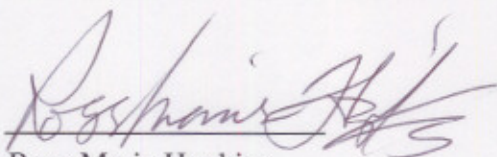
**Staff Report**

Mrs. Hopkins started the staff report by reiterating that this meeting was held at the Life Sciences Center to illustrate the importance of the Life Sciences fields to the state. She then introduced Jason Gatz as the newest member of the MTEC staff and noted that John Gaal and John Wittstruck had been reappointed to the Council. She went on to say that the Executive Committee had met by conference call and that if it was acceptable, she would like to continue with that procedure rather than bring the Executive Committee into Jefferson City. She said the reason she brought this up at the full Council meeting was simply informational. She wanted the full Council to know that things could be done differently however she did not recommend conference calls for the full MTEC meetings. Mrs. Hopkins reminded the Council that the Governor's Conference would be held at Tan-Tar-A from October 12-14. Since many of the Council members will be attending the conference, Mrs. Hopkins brought up the possibility of a one-day retreat/orientation at Tan-Tar-A or some nearby location on October 11. Dr. Wittstruck suggested a facilitated discussion to help focus the Council and its goals. Mrs. Hopkins said she would look into it. Dr. Chartock suggested including the WIBs in the event.

Having no other business, Dr. Chartock declared the meeting to be adjourned.



Lewis C. Chartock, Ph.D.  
Acting Chair



Rose Marie Hopkins  
MTEC Executive Director